

AGREEMENT

This agreement entered into effective the dates signed below, by and between the Warren County Board of Supervisors, hereinafter referred to as the "Employer" and the employees of the Warren County Prosecuting Attorneys Association, hereinafter referred to as the "Union", represents the complete and final agreement on all issues subject to bargaining between the Employer and the Union. Throughout this Agreement, whenever the word "Act" appears, this refers to the Iowa Public Employment Relations Act, identified as Senate File 531, which was signed into law on April 23, 1974.

ARTICLE 1 RECOGNITION

The employer hereby recognizes the Union as the exclusive bargaining representative for the employees of the Warren County Attorneys Office as covered in PERB Case No. 7069, including and limited to all full-time Assistant Warren County Attorneys.

ARTICLE 2 EMPLOYERS RIGHTS

The Employer has and will continue to retain, whether exercised or not, the sole right to operate and manage its affairs in all respects, and the powers or authority which the Employer has not abridged, delegated, or modified by the express provisions of this Agreement are retained by the Employer. The rights of the Employer, through its management officials, shall include, but not be limited to, the following: Exercise control and discretion over the organization and efficiency of operation; set standards for services to the public; direct the employees, including the right to assign work; demote, discharge, or take other disciplinary action against the employees from duties because of lack of work or for other reasons; to determine what work or services shall be purchased or performed by the unit employees; take such actions as may be necessary to carry out the mission of the public employer; increase, reduce, change, modify, or alter the composition and size of the workforce, including the right to relieve employees; reallocate positions to higher or lower classifications; determine the locations, methods, means and personnel by which operations are to be conducted, including the right to determine whether good and services are to be provided or purchased, establish, modify, combine, or abolish job classifications; change or eliminate existing methods, equipment, or facilities, initiate, prepare, certify, and administer its budget; exercise all other powers and duties granted to the public Employer by law. It is specifically agreed that the enumeration above shall not be deemed to exclude other areas not specifically enumerated.

ARTICLE 3

WAGES

Each employee shall be compensated in accordance with their respective assigned step as set forth in Appendix A. Effective July 1, 2006, current employees shall be placed in the steps found in Appendix A as follows: Step 2 – Jessica Reynolds, Step 4 – Kelly Verwers Meyers, Step 6 – Jennifer Russell and Alyssa Kenville, Step 9 – Doug Eichholz. Subsequent to July 1, 2006, employees shall receive both their step increases and cost of living increases at the beginning of the successive fiscal years.

ARTICLE 4

FINALITY AND EFFECT

THIS AGREEMENT constitutes the entire agreement between the parties, and concludes collective bargaining for its term.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had unlimited right and opportunity to make demands and proposals with respect to any subject not removed by applicable law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the parties, for the life of this Agreement, voluntarily and being unqualified, waive any right which might otherwise exist to negotiate over any matter during the term of the Agreement, and agrees that the parties shall not be obligated to bargain collectively with respect to any subject matter not specifically referred to or covered by this Agreement.

Any subject matter not specifically referred to or covered by this Agreement shall be addressed consistently with the Warren County Personnel Policies in effect at that particular time, if the subject matter is addressed therein. The Warren County personnel policies are subject to change by vote of the Board of Supervisors and the most current version of the policies in effect at that particular time shall be consulted.

ARTICLE 5

DURATION

THIS AGREEMENT shall be effective from July 1, 2006, and shall continue in full force and effect until its expiration on June 30, 2010.

WARREN COUNTY

WARREN COUNTY PROSECUTING
ATTORNEYS ASSOCIATION

E. David Mineart, Chair
Warren County Board of Supervisors

Kelly Brewster Meyers
~~Douglas E. Eichenholz~~, President
Warren County Prosecuting Attorneys
Association
President effective 10-31-05

DATE

October 31, 2005
DATE

Steps	7/1/2006	7/1/2007	7/1/2008	7/1/2009
Entry	50,000	51500	53045	54636.35
1	52750	54332.5	55962.48	57641.35
2	55651.25	57320.79	59040.41	60811.62
3	58712.07	60473.43	62287.63	64156.26
4	61941.23	63799.47	65713.45	67684.86
5	65348	67308.44	69327.69	71407.52
6	68942.14	71010.4	73140.72	75334.94
7	72733.96	74915.98	77163.46	79478.36
8	76734.33	79036.36	81407.45	83849.67
9	80954.71	83383.36	85884.86	88461.4

5.5% Steps
3% COLA

APPENDIX A